Hispanic Employment Program New Initiatives

These initiatives have been established to address the underrepresentation of Hispanics throughout DoD, to include Army:

- DoD – Hispanic Association of Colleges and Universities (HACU) Partnership Task Force
- DoD Working Group on Hispanic Employment Initiatives

Hispanic Employment Program DoD – HACU Partnership

- Partnership Agreement (PA), 17 Oct 03, also established DoD – HACU Task Force
- Army submitted Needs and Inventory/ Capabilities List to DoD, 30 Jan 04
- 1st meeting of the Task Force: 4 Mar 04
- Army reported on: Employment Programs, Business Opportunities, Outreach Initiatives
- Next meeting scheduled for Oct 2004

Hispanic Employment Program
DoD – HACU Partnership

Objectives of the Partnership Agreement:

- Develop programs and coordinate activities between DA and HACU
- Increase Hispanic Serving Institutions (HSIs) participation in DA research & development
- Increase DA employment opportunities for students, faculty, and graduates of HACU member institutions

www.hacu.net

Hispanic Employment Program DoD – HACU Partnership

Opportunities in DA to Meet Objectives of the Partnership Agreement:

- ACTEDS Professional Development Assignment at HACU HQ (two month)
- The HACU Internship Programs
  - National
  - Local
- The HACU Local Cooperative Education Program

Hispanic Employment Program

DoD – HACU Partnership

ACTEDS Professional Development Assignment at HACU HQ (two month)

- Assignment in San Antonio, TX
- Office space/support provided by the U.S. Army Medical Command
- Project office: HACU Office of Program Collaboratives

Hispanic Employment Program DoD – HACU Partnership

Utilization of the National HACU Internship Program (NHIP):

- Administrative costs cover recruitment, screening, referral within days, orientation and salary
- Program can be used during each semester, not just the summer semester
- Orientation is done in D.C. and then students report to job sites—in DC, around the country
- Lodging is coordinated by HACU and paid for by the student

Hispanic Employment Program DoD – HACU Partnership

Utilization of the Local HACU Intern Program (LHIP):

- Operates basically the same as the NHIP, except that students:
- Stay in their own communities
- Do not have to pay for lodging costs, so they can keep more of their salaries
- Are available to continue employment under Student Employment Programs
- May be converted to permanent positions from the Student Employment Programs

Hispanic Employment Program DoD – HACU Partnership

HACU Local Cooperative Education Program (Coop)

- Administrative costs cover recruitment, referrals to selecting officials within days, support services, and evaluation
- Salaries for Coop students are paid by the activity/agency
- The Coop program operates like the Student Career Experience Program

Hispanic Employment Program

The initial DA report to the DoD – HACU Task Force on 4 Mar 04 addressed the following areas:

- Employment
- Business Opportunities
- Outreach Initiatives

Note: Future reports will continue to track these main

I. Employment

Army Interns
By Race and National Origin (FY 03)

	FY03	
	Number	**%**
Black	171	15.9
Asian/Pacific	52	4.8
White	769	71.6
Hispanic	**62**	**5.8**
Native	9	0.8
Unknown/Other	11	1.0
Total	1074	100.0